

## **Our brainstorm of factors that influence test design...**

### **Group A**

- *Consistency*  
*Financial/Human*  
*Resources*
- *Delivery*
- *Assessor/Rater Variance*
- *Lack of uniform standards*
- **Clear construct**
- *Relevance to the job*  
*(impact on safety)*
- *Continuous Maintenance*
- *Test all levels*
- *Content*
- **Validity**
- **Reliability**

### **Group B**

- *Target audience*
- **Financial Resources**
- *Specificity of the test (local versions)*
- *Assessment: linguists and operational experts*
- *Practicability*
- *Construct*
- **Feedback**
- *Involve key stakeholders in test*
- **Anonymous non-biased rating**
- *Length of test*
- *Mode of delivery*
- *Security*